

COLORADO STATE PERSONNEL SYSTEM

TOTAL COMPENSATION TIME LINE

Created February 1995, updated August 2009

FY 71-74	07/01/71 06/30/72 07/01/73 12/12/73 01/01/74	State personnel system created. Retirement: PERA at 8.5% End of six-month <i>initial anniversary</i> for positions below grade 15 Retirement: PERA to 9.5%, (10.5% for Troopers) Higher Education included in state personnel system Rule change: seniority rule (P6-1-6) for temporary to permanent appointment
FY 75-85	07/01/74 07/01/75 09/01/75 10/01/77 09/01/80 1981 12/01/83 07/01/84 1984	DELAY YEARS (75-76 & 83-84) – Salary Survey Retirement: PERA to 10.5%, (11.5% for Troopers) Retirement: PERA to 10.64%, (11.64% for Troopers) Delayed salary survey implemented <i>Multiple range classes</i> introduced Retirement: PERA to 12.2%, (13.2% for Troopers) First attempt at <i>incentive pay</i> – not funded Delayed salary survey implemented Legislation: authority for job evaluation appeals transferred from State Personnel Board to State Personnel Director (HB 1084) Rule change: one-year limit on reinstatement changed to 5 years
FY 85-86	09/01/85 01/01/86 02/86 04/01/86 04/15/86 05/86	DELAY YEAR – Salary Survey Delayed salary survey implemented Consolidated Omnibus Budget Reconciliation Act of 1985 (<i>COBRA</i>) enacted Rule changes: rewritten; R9-3-6 - no break in service with 90-day break in service Colorado Payroll Personnel System (<i>CPPS</i>) implemented <i>Medicare Tax</i> - 1.45% for new employees State covered under Fair Labor Standards Act (<i>FLSA</i>) “ <i>Deemed to have earned</i> ” concept introduced in the system
FY 86-88	11/01/86 03/01/87 07/01/87 03/01/88 07/01/88	FREEZE YEAR (88-89) - Salary Survey Immigration Reform and Control Act (<i>IRCA</i>) implemented Delayed salary survey implemented Retirement: PERA to 10.2%, (11.2% for Troopers) <i>Mandatory direct deposit</i> Retirement: PERA to 12.2%, (13.2% for Troopers)

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FY 89-91		DELAY YEAR – Salary Survey
	07/01/89	Legislation. <i>Authority for leave, premium pay, fringe benefits</i> transferred from State Personnel Board to State Personnel Director (SB 54). <i>Organ donor leave</i> created (HB 1055)
	09/01/89	Primary medical care <i>on-call rate</i> established
	01/01/89	Delayed salary survey implemented
		Rule changes. Repeal requirement that <i>jury pay</i> be turned over to agency, temps eligible for 3 days of jury leave.
	05/01/90	Legislation: minimum 3-day fine created for failure to rate an employee (HB 1352) Rule changes. 40 hour <i>sick leave cap</i> for immediate family changed to 520 hours. <i>Family leave</i> and <i>leave sharing</i> created. <i>Short-term disability leave</i> limited to certified employees
	03/11/91 05/24/91	Legislation: <i>leave sharing</i> adopted in statute (HB 1141) Legislation: <i>Senior Executive Service</i> (SES) and <i>Medical</i> (MED) plans created by statute (SB91-246)



FY 91-92	07/01/91	Retirement. Federal law requires retirement plan for all temp and seasonal employees PERA to 11.6%
	01/01/92	Legislation: " <i>Lid Bill</i> " (SB 246) raises salary lid from Grade 99 to Grade 109
	04/01/92	Rule changes. Five-year limit on <i>reinstatement</i> rescinded. New <i>layoff</i> rules including 3-year bands. <i>Seniority</i> based on year continuous state service began
	05/92	Retirement: PERA to 5.6%, (7.2% for Troopers) for May and June 1992 only



FY 92-93		FREEZE YEAR - Anniversaries
	07/01/92	Freeze anniversary increases for one year (SB 92-068). Step 6 does not count. New hires receive July 1, 1994 anniversary date, Anniversary date not adjusted for leave-without-pay, Statewide hiring freeze
	01/01/93	Retirement: PERA to 10.6%, (12.2% for Troopers) Legislation. Statutory <i>lids</i> for regular and MED plans raised, and <i>SES</i> implementation postponed (HB 92-1334)
	04/01/93	<i>Exempt employees</i> may be charged leave-without-pay for less than one day

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FY 93-94	07/01/93	Anniversaries begin again Retirement: PERA to 11.6%, (13.2% for Troopers) Legislation. Methodology for adjusting <i>salary lids</i> implemented (HB 92-1334). <i>Authority for overtime</i> from State Controller to State Personnel Director (HB 93-1008). <i>Probationary employees</i> have no right to hearings for discipline for unsatisfactory performance (HB 93-1119)
	09/01/93	<i>Multiple ranges</i> in classes eliminated <i>Personal services</i> contracts rules readopted (HB 93-1212) Job Evaluation System Redesign - Phase I (classes) implemented and Phase II (class placement) begins: new class descriptions, introduce <i>half steps and T-steps</i> <i>Class placement</i> concept adopted (no testing or layoff) <i>Saved pay</i> for 3 years
	12/01/93	<i>Teacher I movement</i> based strictly on academic level – no exam
	01/01/94	Group benefits contributions: health benefits employer contribution increased
	05/01/94	Delayed salary survey implemented <i>Senior Executive Service</i> (SES) implemented (positions placed in SES) <i>Salary lid</i> raised
	06/30/94	<i>T-steps</i> eliminated



FY 94-95	07/01/94	Legislation: all leave and holidays counted as work time for essential employees (SB 94-150) Redline “ <i>survey outlier</i> ” classes
	09/01/94	Legislation. <i>Survey report</i> due on December 1 of each year (SB 94-222). <i>Benefits</i> moved to Part 6 of 24-50 (HB 94-1113)
	01/01/95	<i>Overtime eligibility</i> by position not class - designation shifted to agencies Job Evaluation System Redesign Phase II study (class placement) completed



FY 95-96	08/01/95	Rule changes: Family and Medical Leave Act (<i>FMLA</i>) rules adopted
	01/01/96	Group benefits: long-term disability (LTD) paid by state Rule changes: <i>diversity</i> rules adopted
	05/15/96	Legislative: <i>affirmative action remedies</i> expire (SB 96-236)

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FY 96-97	07/01/96	Pay premiums. Implementation of 2 nd and 3 rd shift differentials (2 nd - 8.8%, 3 rd - 11.7%) On-call rate from \$2.40 to \$2.00
	09/01/96	Legislation: performance pay passed and design begins (HB 96-1262)
	01/01/97	<i>Saved pay expires</i> for Job Evaluation System Redesign Phase I
	05/01/97	Pay structure. Open-range established for management classes. Management classes moved to PS occupational group Rules changes: injury leave repealed – “make whole” begins. 520 hour sick leave cap for family eliminated. Statutory “Red Cross” volunteer leave implemented (HB 1155). Housing premium adopted. Suspension for failure to rate employees changed to one week increments. <i>SES "Grandfather"</i> provision ends
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FY 97-98	07/01/97	Retirement: PERA to 11.5%, (13.1% for Troopers). PERA retirement age changed to 50 with 30 years of service <i>Northeastern Community College</i> into state system <i>State Fair</i> into state system
	09/01/97	Payroll rules transferred from fiscal rules to Director's Administrative Procedures
	01/01/98	<i>Saved pay expires</i> for Job Evaluation System Redesign Phase II
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FY 98-99	07/01/98	Shift rates: 2nd shift diff from 8.8% to 7.5%, 3rd shift diff from 11.7% to 10.0%
		Retirement: PERA to 11.4%
	07/02/98	Pay plans: separate pay plan for each occupational group
		Legislation: Colorado Peak Performance (CPP) 3-year implementation begins (HB 96-1262)
		Rules changes: open range implemented (job rate, 5-year rate, lateral and promotional awards, traditional max). Steps eliminated. Anniversary increase is 5%. Discretionary pay differentials adopted
	08/05/98	Legislation. No system maintenance study appeals; meet & confer adopted - no individual allocation appeals except downward; only paid leave is counted as work hours for essential non-exempt employees; Director's review process for employment law adopted (HB 98-1312)
	09/01/98	System maintenance study: PS study Phase I implemented (no fiscal impact)
	12/31/98	Rule changes: rewritten <i>streamlined rules</i> effective: no credit for <i>temp service</i> . Short-term disability (<i>STD</i>) leave now like all unpaid leave. Strict <i>pro-rated leave</i> earning. “ <i>Deemed to have earned</i> ” eliminated
	01/01/99	Group benefits: discontinue state-paid LTD

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FY 99-00	07/01/99	Colorado Peak Performance (CPP) implementation continues Survey adjustment is percent of fixed grade (not grade change) System maintenance studies: PS study Phase II (fiscal impact), LTC study Phase I (no fiscal impact). Management occupational group title changed to SES <i>Northwestern Community College</i> into state system
	10/28/99	Injury leave reinstated by court order, retroactive to January 1, 1997
	01/01/00	Retirement: PERA begins disability program for vested employees only
	04/01/00	Injury leave repealed - "make whole" resumes
	05/01/00	Payroll rules back to fiscal rules
	05/26/00	CPP repealed and redesign of performance pay system mandated



FY 00-01	07/01/00	Survey adjustments rounded to nearest .1%. Separate IT survey adjustment System maintenance studies: LTC study Phase II (fiscal impact), FS study Phase I (no fiscal impact) Shift rate: special 14% 3 rd shift rate for licensed health care classes Retirement: PERA to 10.4% (13.1% Troopers) 5-year <i>sick leave conversion</i> to salary for PERA implemented (HB 00-1458)
	08/31/00	New performance pay system submitted to JBC (SB 00-211)
	12/01/00	Mandated separate trooper salary survey analysis implemented (HB00-1280)
	01/01/01	Retirement: employer match (Matchmaker) up to 3% on defined contribution plans Group benefits contributions: health benefits employer contribution increased
	02/01/01	Rules changes: <i>hazardous duty</i> pay adopted, <i>overtime calculation</i> excludes non-base awards
	05/31/01	Survey report due November 1, 2001 and August 1 every year after (SB 01-234)



FY 01-02	07/01/01	Performance pay system implemented: five-year rate extended to 6/30/02 Job rate, traditional maximum, and non-base promotional awards eliminated Retirement: PERA to 9.9% (12.6% for Troopers) System maintenance study: HCS study Phase I (no fiscal impact)
	08/08/01	Legislation: <i>César Chávez Day</i> statute effective (SB 01-151), <i>trial service</i> no longer applied to transfers (HB 01-1085)
	11/06/01	Group benefits contributions: State health care contribution supplemented 12/1/01 – 11/30/02 for all employees (SB 01S2-022)
	12/11/01	Rule change. <i>Administrative leave</i> and voluntary "make whole" <i>leave sharing</i> retroactive to 9/11/01 for military in Operation Enduring Freedom
	01/01/02	Rule changes: <i>personal services</i> contracts chapter rewritten
	03/02/02	Statewide hiring freeze through June 30, 2002
	04/19/02	Legislation: <i>victim protection leave</i> established (HB 01-1051)
	05/01/02	Rule changes: <i>separation</i> rules chapter rewritten, <i>retention right</i> clarified re: occupied positions & certification in class
	06/08/02	Group benefits contributions: JBC authorizes increase to health care contribution amounts through the Long Bill
	06/21/02	Rule change: <i>leave sharing</i> for catastrophic events authorized

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FY 02-03	07/01/02	<p>First performance awards paid effective 7/1/02 – departments determined amounts</p> <p>Rule changes: <i>performance pay</i> system procedures clarified, <i>anniversary increases and five-year rate</i> abolished, <i>overtime</i> provisions on scheduling comp time and length of meal periods revised, <i>temporary employees</i> not entitled to salary survey increases, department directors granted discretion to <i>designate shift, on-call and call-back</i> for positions in non-designated classes</p> <p>Retirement: PERA to 10.04% (12.74% for Troopers)</p> <p>System maintenance studies: HCS study Phase II implemented (fiscal impact), EPS and PSE Phase I studies implemented (no fiscal impact)</p> <p>Shift rates. Weekday 3rd shift rate (14%) extended to all eligible health care classes</p> <p>Weekend/holiday 1st (7.5%), 2nd (14%) and 3rd (20%) shift rates for eligible health care classes</p>
	08/01/02	<p><i>“Annual Comp Survey Report”</i> submitted per statutory change.</p> <p><i>Injury leave</i> reinstated by court order - retroactive to April 1, 2001.</p>
	12/31/02	Group benefits contributions. No insurance premiums deducted from employees’ pay in December to transition from paying a month in advance to paying the same month
	01/01/03	<p>Group benefits change to insurance premiums paid in the same month that coverage is effective</p> <p>Retirement: employer match (Matchmaker) reduced to 2% on voluntary defined contribution plans</p>
	05/01/03	Rule changes: <i>Senior Executive Service</i> (SES) modified Board rules effective
	05/30/03	<p>Rule changes. <i>Senior Executive Service</i> (SES) modified Director’s procedures effective: criteria for placement in pay plan rights of SES employees. <i>Medical Plan contracts</i> must be negotiated by July 1 or within 30 days of hire. <i>Benefits chapter</i> revised: responsibilities of departments, employees, and state benefits administrators clarified; effective dates of coverage; added procedures regarding CSEAP (HB 02-1226). Policy on <i>payment for compensatory time</i> changed. Deductions and status clarified for <i>FLSA exempt</i> employees on leave of absence. Procedure effective to implement statutory <i>victims protection leave</i> (HB 02-1051)</p>
	06/30/03	June pay date shifted to first working day of July each year (SB 03-197)



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FY 03-04		FREEZE YEAR - Salary Survey and Performance Pay
	07/01/03	<p>No implementation of salary survey (SB 03-273 and HB 03-1316). No performance pay (SB 03-258 - Long Bill) Pay range maximum rates set at 2002 actual market maximum; pay range minimum rates unchanged from FY 02-03 System maintenance studies: Transportation Maintenance III pay grade change implemented; all SES positions moved to Management class (no conversion); studies with fiscal impact delayed pending funding Legislation: implement <i>Total Compensation Reform Act</i> (HB 03-1316) - total compensation definition expanded; survey includes three elements involving cost; funding mechanisms are consolidated; ability to review direct surveys along with 3rd party; survey audit cycle changed to four years beginning 2005; TCAC changed to 10 members and employee election replaced with appointment process; two PBP reports consolidated; separation incentives under the director's authority; director makes annual recommendation based on survey report and other factors. Retirement: PERA to 10.15%, (12.85% for Troopers) Personal services pilot established to broaden <i>waiver process</i> creating more flexibility at the agency level. Pilot concludes October 2004 Personal services <i>audit process</i> established in conjunction with State Purchasing and the State Controller's office. Pilot concludes December 2004</p>
	05/02/04	<p>Rules changes. <i>In-Range Salary Movement</i> pay mechanisms effective; deleted base-building features of <i>temporary pay differentials</i>. Changes to <i>performance pay</i> Director's procedures effective: sequence of multiple actions, uniform performance awards, standard definitions for levels, uniform cycle by 3/31/06</p>
	05/31/04	Retirement: employer match (Matchmaker) to voluntary DC plans ended (SB 04-132)
	06/04/04	Legislation: <i>Civil Service Reform</i> legislation signed for 11/04 ballot (HCR 04-1005 & HB 04-1373)
	06/05/04	Rule change: emergency rule on dual employment with two departments effective (HB 04-1446)



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FY 04-05	07/01/04	<p>Market salary increases: all eligible employees (final performance rating above level 1) received a 2% salary adjustment increase and ranges adjusted in accordance with occupational groups for an average of 3%</p> <p>Performance pay increases awarded – Director's payout ranges: 0%-1% for Level 2, .5%-2% for Level 3, 1.5%-5% for Level 4</p> <p>System maintenance studies: Phase II of EPS occupational group, Nurse Anesthetist, Pharmacy and Pharmacy Technician, Wildlife Manager, and Police Communications studies implemented (fiscal impact)</p>
	08/02/04	<p>Rule changes: Time limit on reinstatement (5-year) rescinded, change in holiday pay effective – paid status the day before or after (no longer both)</p> <p>Total Compensation long-term strategic direction published</p>
	08/04/04	<p>Legislation: higher education allowed to <i>exempt positions</i> from the state personnel system (SB 04-007), personnel director authorized to set the <i>plan year</i> for group benefit plans (HB 04-1449), personnel director authorized to <i>define eligibility and state contribution to group benefit plans for part-time</i> employees hired on or after 1/1/05 (SB 04-008)</p>
	10/01/04	<p>Report to legislature on health plan qualified for <i>Health Savings Accounts</i> (SB 04-094)</p> <p>Personal services <i>waiver process</i> implemented on ongoing basis</p>
	11/09/04	<p>Civil Service Reform defeated (HCR 04-1005 and most of HB 04-1373)</p>
	12/01/04	<p>Report to legislature on study of employee <i>incentive program</i> (HB 04-1020) and <i>retirement health savings trust</i> (HB 04-1171)</p> <p>Personal services <i>audit process</i> implemented on ongoing basis</p>
	01/01/05	<p>Group benefits contributions: State contribution to group health benefit plans increased (overall average 56% of market employer contribution); Basic Life increased to \$33,000, short plan year (1/05 – 6/05) due to change in benefit plan year to fiscal year cycle (HB 04-1446)</p>
	06/30/09	<p>Sick leave conversion to PERA salary ends</p>



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FY 05-06	07/01/05	<p>Market salary increases: all eligible employees (final performance rating above level 1) received a 3% salary adjustment increase (5.2% for Trooper) and ranges adjusted in accordance with occupational groups for an average of 2.15%</p> <p>Performance pay not funded (SB 05-209 Long Bill)</p> <p>Group benefits changes: change plan year to fiscal year (HB 04-1449), change to self-funded medical and dental, four-tier structure adopted, offer qualified health plan and Health Savings Account</p> <p>Group benefits contributions: increased State contribution to group health benefit plans (overall average 66% market employer contribution)</p> <p>System maintenance studies: implemented studies on revision of EPS Occupational Group definition, Lottery, and Administrative Law Judge</p> <p>Rules changes: <i>rewrite</i> of Board rules and Director's procedures (now rules) implemented - time to <i>request allocation</i> changed to 6 months, <i>comp time accrual limits</i> changed, <i>calculation of leave for part-time</i> changed, <i>calculation of holiday leave for part-time</i> changed, expansion of <i>leave sharing</i> for catastrophic events and active military added, <i>personal services</i> chapter rewritten and Director's review added, <i>SES</i> policies changed, policy changed to allow <i>temporary employees to fill a succession of temporary</i> 6-month positions as long as in different departments, requires use of <i>Temporary Aide</i> class</p>
	01/01/06	<p>Retirement: Expanded retirement plans for new employees: PERA's defined benefit or defined contribution plans, or State's defined contribution plan (SB 04-257)</p> <p>Added 0.5% Amortization Equalization Disbursement (AED) to PERA employer contribution (10.15%) – new rate 10.65% (13.35% for Trooper).</p>



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FY 06-07	07/01/06	<p>Market salary increases for all eligible employees, by occupational group, implemented for an average of 2.49%. Trooper's actual salary (recommended 7.2%) funded at 5.1% - same as structure adjustment</p> <p>Performance pay was not funded (HB 06-1385 Long Bill).</p> <p>"Survey outlier" pay grade changes for 39 classes implemented as recommended</p> <p>Range minimums increased from 2% (all grades) to 6.5% (additional: FS 3%, HCS up to C69 1%, LTC 1%, ASR 3.5%, PS 4%, T 4% J28 & above, PSE 4.5%)</p> <p>System maintenance studies consolidation of MED occupational group into HCS (reduced number of groups to 8) and clarification of Therapy Assistant factor levels implemented</p> <p>Group benefits contributions: State contribution to group health increased to overall average 75% market employer contribution.</p> <p>Benefits eligibility changes implemented: add unmarried dependents under 25 (HB 05-1101), coverage ends at the end of the month in which a dependent loses eligibility and Director authorized to add future dependents by rule when statutorily mandated (HB 06-1256)</p> <p>Retirement plans: annual elections for State defined contribution participants changed from January to benefits open enrollment period</p> <p>Rule changes: <i>suspension for failure to rate</i> changed to increments of one workday (HB 06-1195), restored <i>holiday leave earning</i> rule to paid status the day before or after, <i>in-grade hire</i> rule revised to provide detail on statutory "recruitment difficulties" and "unusual conditions", the <i>Director's benefits administration system</i> is the official system of record for all state benefit transactions.</p> <p>Legislation: clarified statutory intent that no employee receives <i>FY 03-04 recommended salary changes</i> (freeze year) in future surveys (HB 06-1256). <i>Election judge leave</i> for employees, without additional compensation (SB 06-170)</p>
	01/01/07	<p>Retirement: added another 0.5% AED to PERA employer contribution (10.15%) – new rate 11.15% (13.85% for Trooper).</p>
	04/01/07	<p>Colorado minimum wage \$6.85 per Amendment 42, adopted by State Personnel System</p>
	04/01/07	<p>Performance rating levels: number of levels changed to 3 and named Needs Improvement, Successful, and Exceptional</p>
	05/01/07	<p>System maintenance study incorporated Business Project Manager into General Professional series.</p>
	05/31/07	<p>Amendment 41: preliminary injunction blocks the enforcement of sections 2 and 3.</p>



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FY 07-08	07/01/07	<p>Achievement Pay (AP) replaced performance pay: base salary included market (average 3.7%) and performance (1%); Level 4 received additional non-base AP (2%). Total salary increase budget for FY08 reduced by 0.26% for SAED that begins 1/1/08 (SB 06-235)</p> <p>System maintenance study for Air Traffic Controller implemented</p> <p>“Survey outlier” pay grade changes for 11 classes implemented as recommended</p> <p>Group benefits contributions: increase State contribution to health to overall average of 85% of prevailing market employer contribution. A portion of tobacco settlement funds used to lower FY 07-08 employee contribution to medical by \$2.26 per month (SB 07-97).</p> <p>Retirement plans: choice for state personnel system employees amended to limit choice in community colleges and exclude choice for the remainder of higher education (HB 07-1377). Sudan divesture for all state retirement plans (HB 07-1184).</p> <p>Rule changes: clarify <i>full-time</i> is 40 hours per workweek; <i>call-back</i> applies only when there is no continuation of the scheduled shift; <i>on-call</i> pay (beyond base pay) applies only when the employee’s freedom of movement is significantly restricted; adopt <i>achievement pay</i>; update <i>FMLA</i> medical certification requirements to allow new certification for the first leave request each fiscal year and right to request second and third opinions; and, update <i>administrative leave</i> for employees serving as election judges.</p> <p>Legislation: Redefine <i>appointment of elected official</i> representatives to TCAC and State DC Committee (SB 07-76). <i>Mandated health coverage</i> (HB 07-1301, SB 07-4, 36 and 79) estimated to add \$1,448,322 to premium costs for next Plan Year. A portion of tobacco settlement funds will be used supplement low-income state employees with children – begin application process for FY 08-09 open enrollment and expanded asthma disease management (HB 07-1335).</p>
	08/01/07	Revised statutory lid adjustments included in Annual Compensation Report (HB 07-1373).
	08/08/07	Employment discrimination on basis of sexual orientation prohibited (SB 07-25).
	01/01/08	<p>Retirement: add another 0.4% AED to PERA employer contribution (10.15%) – new rate 11.55% (14.25% for Trooper); begin Supplemental Amortization Equalization Disbursement (SAED) 0.5% diverted from salary increases.</p> <p>System maintenance study for new licensing of landscape architects (SB07-107) implemented – class title changes.</p> <p>Colorado minimum wage increase from \$6.85 to \$7.02 per state constitution.</p>

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FY 08-09	07/01/08	<p>Achievement Pay: base salary included market (average 3.8%) and performance (1%); Level 3 received additional non-base AP (2%).</p> <p>Total salary increase budget for FY09 reduced by 0.50% for SAED (SB 06-235).</p> <p>“Survey outlier” pay grade changes for 3 classes implemented as recommended.</p> <p>System maintenance study consolidation of Teacher occupational group into PS (reduced number of groups to 7).</p> <p>Group benefits contributions: increase State contribution to health premiums to overall average of 90% of prevailing market employer contribution; maintain contributions to dental at 85% of market employer contribution.</p> <p>Legislation: implement <i>supplement to low-income</i> state employees with children enrolled in state medical plans (HB 07-1335). Qualified <i>volunteers in state-level emergency</i> receive up to 15 days of paid leave per calendar year (HB 08-1097). Workplace accommodations for <i>nursing mothers</i> (HB 08-1276). Implemented revised <i>salary lid</i> reflecting 6% limit in general fund appropriation (HB 07-1373). <i>Mandated health coverage</i> (HB 08-1410 and SB 08-57) estimated to add \$374,217 to premium costs for next Plan Year.</p>
	08/01/08	<p>Rule changes: implemented federal law expanding <i>FMLA</i> for military families; clarify use of <i>lateral and in-range</i> salary movements; <i>incentive</i> programs including approval and cost sharing programs; <i>performance management</i> evaluation and disputes; Director's review of positions going in or out of <i>SES</i>; exclusion of temporary employment toward <i>leave earning</i>; and, coordination of <i>holidays and injury leave</i>.</p>
	10/01/08	<p>Statewide hiring freeze through June 30, 2009</p>
	01/01/09	<p>Retirement: add another 0.4% AED to PERA employer contribution (10.15%) – new rate 11.95% (14.65% for Trooper); Supplemental Amortization Equalization Disbursement (SAED) additional 0.5% (total of 1.0%) diverted from salary increases.</p> <p>Colorado minimum wage increase from \$7.02 to \$7.28 per state constitution.</p>
	04/02/09	<p>Legislation: Expand circumstances for <i>leave sharing</i> of annual leave (HB 09-1008) effective 4/2/09.</p>
	05/20/09	<p>Rule change: Emergency rule to expand circumstances for <i>leave sharing</i> of annual leave to conform to HB 09-1008.</p>



FY 09-10	07/01/09	<p>FREEZE YEAR – Achievement Pay (market and performance)</p> <p>No annual salary adjustments for FY 2009-10. No base or non-base achievement pay, no occupational group adjustments, no funding for recommended special recognition programs, and no increases for SES positions.</p> <p>System maintenance studies: consolidation of FS classes into PS occupational group (reduced number of groups to 6); Dental Care class study implemented.</p> <p>Group benefits contributions: maintain funding for State contribution to medical premiums at average of 90% and dental at 85% of prevailing market employer contribution. Basic Life increased to \$50,000</p> <p>Legislation: Create <i>parental leave for academic activities K-12</i> (HB 09-1057) and clarify leave for <i>qualified volunteers</i> (HB 09-1315) effective 8/5/09. State defined contribution retirement plans and the deferred compensation (457) plan transferred to PERA on 7/1/09. A joint resolution adopted on 5/20/09 in <i>support of telecommuting</i> in Colorado public and private sectors. <i>Mandated health coverage</i> (HB 09-1059, 1061, 1204, 1237 and SB 09-88 and 244) estimated to add \$2,664,688 to premium costs for next Plan Year. The General Assembly authorized the Governor to declare up to 8 mandatory furlough days this fiscal year.</p>
	07/22/09	<p>Governor's Executive Order D 015 09: orders 4 mandatory furlough days in 2009 for certain state employees - September 8th, October 9th, November 27th, and December 31st.</p>

COLORADO STATE PERSONNEL SYSTEM COMPENSATION TIME LINE

Ten-Year History of Director's Recommendations & Funding for Annual Salary Adjustments (%)

Note: this table should be used in conjunction with the footnotes.

FY	Action	ASR	EPS	FS	HCS	LTC	MED	MGT	PSE	PS	T	Average
00-01	Salary Recommendation	3.9	4.5	5.3	2.3	3.7	2.3	3.0	4.6	3.0*	3.1	3.83
	Funded	3.9	4.5	5.3	2.3	3.7	2.3	3.0	4.6	3.0*	3.1	3.83
01-02	Salary Recommendation	4.2	5.7	3.1	5.2	4.8	5.2	n/a	5.7	5.0	3.6	5.20
	Funded	4.2	5.7	3.1	5.2	4.8	5.2	n/a	5.7	5.0	3.6	5.20
02-03	Market Salary Recommendation	5.8	4.2	5.6	6.1	4.8	6.1	n/a	5.2	4.1	3.5	4.70
	Funded	5.8	4.2	5.6	6.1	4.8	6.1	n/a	5.2	4.1	3.5	4.70
	PBP Funding & Awards	Level 2 = 0.0-3.97, Level 3 = 0.5-5.0, Level 4 = 0.92-6.7										0.80
03-04	Market Salary Recommendation	3.1	3.5	2.6	6.7	3.1	6.7	n/a	1.1	3.2	4.9	3.40
	Funded	0.0	0.0	0.0	0.0	0.0	0.0	n/a	0.0	0.0	0.0	0.00
	PBP Funding & Awards	0										0.00
04-05	Market Salary Recommendation	2.5	3.7	2.8	5.1	2.8	5.1	n/a	3.6	2.0	2.0	3.00
	Funded	2.0	2.0	2.0	2.0	2.0	2.0	n/a	2.0	2.0	2.0	2.00
	PBP Budget Recommendation	1.0										1.00
	PBP Funding & Awards	Level 2 = 0-1.0, Level 3 = 0.5-2.0, Level 4 = 1.5-5.0										1.00
05-06	Market Salary Recommendation	1.7	2.0	2.9	3.9	2.2	3.9	n/a	2.8	1.5	1.5	2.15
	Funded	3.0	3.0	3.0	3.0	3.0	3.0	n/a	3.0	3.0	3.0	3.00
	PBP Budget Recommendation	1.1										1.10
	PBP Funding & Awards	0										0.00
06-07	Market Salary Recommendation	2.2	2.6	2.0	3.7	1.2	n/a	n/a	2.0	2.7	2.7	2.63
	Funded	2.2	2.6	2.0	3.7	1.2	n/a	n/a	2.0	2.7	2.7	2.63
	PBP Budget Recommendation	1.01 (OSPb Submission)										1.01
	PBP Funding & Awards	0										0.00
07-08	Market Salary Recommendation	3.0	3.6	2.8	4.4	2.8	n/a	n/a	3.9	3.7	3.7	3.70
	Funded (after 0.26% SAED)	2.74	3.34	2.54	4.14	2.54	n/a	n/a	3.64	3.44	3.44	3.70
	PBP Budget Recommendation	1.6										1.60
	PBP Funding & Awards	Levels 2 & 3 = 1.0 base-building; Level 4 = 1.0 base + 2.0 non-base										1.37
08-09	Market Salary Recommendation	3.93	3.18	4.55	3.67	2.83	n/a	n/a	2.74	4.62	n/a	3.80
	Funded (after 0.5% SAED)	3.40	2.66	4.02	3.15	2.31	n/a	n/a	2.23	4.09	n/a	3.28
	PBP Budget Recommendation	1.4										1.40
	PBP Funding & Awards	Levels 2 = 1.0 base-building; Level 3 = 1.0 base + 2.0 non-base										1.40
09-10	Market Salary Recommendation	2.60	3.14	n/a	2.95	2.76	n/a	n/a	2.26	2.05	n/a	2.50
	Funded (after 0.5% SAED)	0.0	0.0	n/a	0.0	0.0	n/a	n/a	0.0	0.0	n/a	0.00
	PBP Budget Recommendation	1.4										1.40
	PBP Funding & Awards	0										0.00

COLORADO STATE PERSONNEL SYSTEM COMPENSATION TIME LINE

Prior to FY 00-01, classes were moved to new grades as opposed to the current practice of adjusting the minimum and maximum values of the pay grade. Increases in actual base salary have always been and continue to be subject to range maximums. Generally, pay grades are approximately 2.5% apart. For specific grade values, refer to the appropriate year's official State of Colorado compensation plan. **FY 00-01**, the Information Technology sub-group received an adjustment of 5.80% separate from the PS group.

FY 01-02, the Management group was abolished and the Management class appended to PS group.

FY 01-02, separate adjustments to Trooper classes in EPS began. Initial adjustments to individual classes to re-align pay relationship (see following Table).

FY 01-02 Salary Survey History for Trooper Subgroup	
Trooper Class	Adjustment
Patrol Trooper Intern/Cadet	18.0%
Patrol Trooper	18.0%
Patrol Trooper III	12.6%
Patrol Supervisor	7.1%
Patrol Administrator I	7.1%
Patrol Administrator II	3.6%

Prior to FY 02-03, anniversary (7/2/98 to 7/1/02) and step (prior to 7/2/98) increases were funded at an average of 2.2% of payroll. SB 00-211 required implementation of performance pay on 7/1/02 to be cost neutral. Trooper subgroup recommendation 3.2% for structure and actual.

FY 03-04, Trooper subgroup recommendation 3.5% for structure and actual – not funded and not to be recovered in future surveys.

Prior to FY 04-05, no annual recommendation for funding the mechanism to move salaries through the pay ranges (performance pay, anniversary or step increases) was included in the annual compensation report or recommendations. Each department individually calculated and submitted requested funds in accordance with Common Policy formula as part of the budgeting process. The passage of the Total Compensation Act of 2003 brought salary increases (market and performance) together as part of the Director's annual recommendation, beginning with the 8/1/03 recommendation. **FY 04-05**, ranges were adjusted by the occupational group recommendations; however, salaries were adjusted by the uniform across-the-board 2% for all employees rated Level 2 or higher. Trooper subgroup recommendation 2.8% structure and 7.3% actual – funded actual by uniform across-the-board 2%.

FY 05-06, ranges were adjusted by the occupational group recommendations; however, salaries were adjusted by the uniform across-the-board 3% for all employees rated Level 2 or higher. Trooper subgroup recommendation 2% structure and 5.2% actual.

FY 06-07, total funded included 0.37% to raise all range minimums by 2% plus added amounts by occupational group: ASR 3.5%, FS 3.0%, HCS 1.0% up to grade C69, LTC 1.0%, PS 4.0%, PSE 4.5%, and Teacher 4.0% for grade J28 and above. The Medical group was abolished and classes consolidated into the HCS group. Trooper subgroup recommendation 5.1% structure and 7.2% actual – funded both at 5.1%.

FY 07-08, total salary increases by occupational group: ASR 3.77%, EPS 4.38%, FS 3.57%, HCS 5.18%, LTC 3.57%, PS & Teachers 4.48%, and PSE 4.68%. Trooper subgroup recommendation 3.7% structure and 6.63% actual.

COLORADO STATE PERSONNEL SYSTEM COMPENSATION TIME LINE

FY08-09, total salary increases by occupational group: ASR 4.43%, EPS 3.69%, FS 5.06%, HCS 4.18%, LTC 3.33%, PS 5.13%, and PSE 3.25%. Teacher group abolished and classes consolidated into PS group. Trooper subgroup 2.86% structure and 6.06% actual.

FY09-10, no salary increases, no pay structure adjustments; an additional .8% (approximately \$12 million) of the total salary increase was recommended but unfunded for special recognition programs.

COLORADO STATE PERSONNEL SYSTEM COMPENSATION TIME LINE

Lid Value History (monthly)

Year	General	Medical	SES
FY 1985-86	\$4,872	Not Applicable	Not Applicable
FY 1986-87	\$4,872	Not Applicable	Not Applicable
FY 1987-88	\$4,872	Not Applicable	Not Applicable
FY 1988-89	\$4,872	Not Applicable	Not Applicable
FY 1989-90	\$4,872	Not Applicable	Not Applicable
FY 1990-91	\$4,872	Not Applicable	Not Applicable
FY 1991-92	\$4,872	Not Applicable	Not Applicable
FY 1992-93	\$5,640	\$6,250	Not Applicable
FY 1993-94	\$6,008	\$8,101	\$7,510
FY 1994-95	\$6,260	\$8,441	\$7,825
FY 1995-96	\$6,535	\$8,812	\$8,169
FY 1996-97	\$6,816	\$9,191	\$8,520
FY 1997-98	\$7,055	\$9,513	\$8,818
FY 1998-99	\$7,288	\$9,827	\$9,110
FY 1999-00	\$7,463	\$10,063	\$9,329
FY 2000-01	\$7,679	\$10,355	\$9,600
FY 2001-02	\$7,983	\$10,765	\$9,979
FY 2002-03	\$8,374	\$11,292	\$10,468
FY 2003-04	\$8,374	\$11,292	\$10,468
FY 2004-05	\$8,610	\$11,611	\$10,763
FY 2005-06	\$8,619	\$11,623	\$10,774
FY 2006-07	\$8,799	\$11,866	\$10,999
FY 2007-08	\$9,112	\$12,288	\$11,390
FY 2008-09	\$9,659	\$13,025	\$12,073
FY 2009-10	\$9,922	\$13,379	\$12,402

FY09-10, salary lids adjusted by Employment Cost Index (ECI) of 2.72%.

COLORADO STATE PERSONNEL SYSTEM COMPENSATION TIME LINE

History of State Contribution to Health and Life Benefits

Plan Year & Type		EE Only	EE + Spouse	EE + Children	EE + Spouse + Children
CY 98	Medical	\$131.18	\$167.32	NA	\$241.32
	Dental	\$ 14.83	\$ 14.83	NA	\$ 14.83
	Life	\$ 2.14			
CY 99	Medical	\$130.74	\$166.88	NA	\$240.88
	Dental	\$ 15.41	\$ 15.41	NA	\$ 15.41
	Life	\$ 2.00			
CY 00	Medical	\$130.48	\$166.62	NA	\$240.62
	Dental	\$ 15.67	\$ 15.67	NA	\$ 15.67
	Life	\$ 2.00			
CY 01	Medical	\$141.74	\$211.74	NA	\$397.74
	Dental	\$ 16.26	\$ 16.26	NA	\$ 16.26
	Life	\$ 2.00			
CY 02	Medical	\$147.86	\$220.90	NA	\$310.62
	Dental	\$ 16.26	\$ 16.26	NA	\$ 16.26
	Life	\$ 2.00			
CY 03	Medical	\$147.86	\$220.90	NA	\$310.62
	Dental	\$ 16.26	\$ 16.26	NA	\$ 16.26
	Life	\$ 2.00			
CY 04	Medical	\$156.06	\$232.52	NA	\$326.46
	Dental	\$ 16.26	\$ 16.26	NA	\$ 16.26
	Life	\$ 1.60			
CY 05* (1/05 – 6/05)	Medical	\$178.06	\$303.50	NA	\$420.02
	Dental	\$ 16.26	\$ 16.26	NA	\$ 16.26
	Life	\$ 4.68			
FY 05-06	Medical	\$190.20	\$333.96	\$322.32	\$460.26
	Dental	\$ 14.90	\$ 18.38	\$ 19.78	\$ 23.12
	Life	\$ 4.68			
FY 06-07	Medical	\$244.12	\$412.58	\$381.48	\$567.42
	Dental	\$ 18.88	\$ 27.96	\$ 31.72	\$ 41.40
	Life	\$ 8.04			
FY 07-08**	Medical	\$285.84	\$491.18	\$442.84	\$663.96
	Dental	\$ 18.88	\$ 27.96	\$ 31.72	\$ 41.40
	Life	\$ 8.04			
FY 08-09	Medical	\$340.26	\$565.44	\$499.80	\$782.92
	Dental	\$ 21.58	\$ 32.50	\$ 36.60	\$ 47.46
	Life	\$ 8.94			
FY 09-10	Medical	\$350.66	\$592.54	\$627.10	\$868.98
	Dental	\$ 20.72	\$ 33.86	\$ 35.72	\$ 48.86
	Life	\$ 9.40			

*Prior to 7/1/05, three tiers were used: employee only, employee + 1, employee + 2 or more.

**Employer contribution to Medical includes \$2.26 tobacco settlement money approved in SB 07-097.